


Your Teen at Work

Tips for... Parents



Remind your children that by law they have **basic rights**, including:

1. **The Right to Know** what hazards there are in their workplace and what to do to prevent injuries from those hazards.
2. **The Right to Participate** in health and safety activities in their workplace without fear of discipline.
3. **The Right to Refuse** work that they reasonably believe can be dangerous to themselves or others.

They also have **responsibilities**, including:

1. **Work Safely:** they must use all machinery and equipment the way they were trained, and in a proper way.
2. **Report Hazards:** if they know Ontario's health and safety laws are not being followed, or they suspect a hazard, they must report the circumstances to their supervisor or employer as soon as possible.
3. **Use or Wear Protective Devices:** they must not remove a guard or device designed to protect them. Tell them to wear their safety gear – it's the law!

Who's looking after your children now?

Remember how carefully you looked after your children when they were small – making sure they were buckled into a car seat properly, that they wore their helmets when biking or roller-blading, that they got enough rest and ate properly, that they didn't talk to strangers?

Those children currently have jobs, or will have shortly. **Who's making sure they're safe now?**

Most parents don't realize the need to be concerned about health and safety in the workplace, because they assume their children will be safe at work or that someone is looking out for them.

Most teenagers are eager to get out into the work world and earn some money. They have a lot to offer but, realistically, they are new, inexperienced and anxious to please.

For this reason, they may be hesitant to ask questions on the job, and fear being looked upon as being "stupid."



Start talking to your teens about job safety when they start looking for work. Encourage them to ask about safety procedures when they go to a job interview.

Tell them they should expect to get safety training when they start a new job and shouldn't be afraid to walk away from a job if they feel they won't be safe.

Remind them that *no* job or rate of pay is worth

being injured for. Fingers, eyes and your life cannot be replaced. New jobs can always be found.

If your teenagers are already working, it's important to find out as much as possible about the conditions in which they work.

Talk to them about their jobs – not just the pay and benefits, but about the actual tasks they take on. Use your built-in parent radar to detect potential risks and ask about how safety is handled on the job.

Help prevent workplace injuries. Let your teens know that you want them to say "no" to unsafe work and that you'll support them in that decision. As the saying goes – better safe than sorry!

Many parents assume their teen

... works in a safe environment

You should know that every year in Ontario, more than 50,000 young workers age 24 and under report injuries received on the job. In a three-year period, 39 young workers died as a result of workplace injuries.

Source: Workplace Safety & Insurance Board

... has received proper health and safety training from their employer

The only way for you to really know is to ask your child directly. 56% of young workers surveyed reported that they had not received any training before taking on a new task.

Source: Industrial Accident Prevention Association

... will tell them if they think their workplace is unsafe

Young workers are usually afraid to speak up; they fear their parents' interference may jeopardize their jobs. Encourage them to talk to their supervisor and health and safety representative.

